



Sustainability Policy

Sustainability is directly linked to the long-term success of Altera. It is our vision to lead the offshore energy industry to a sustainable future, and we have a responsibility to drive the necessary change. We therefore commit to continually seek out and create more sustainable solutions.

Altera endorses the seventeen UN Sustainable Development Goals, and we use them to benchmark the strength of our performance in support of our vision. Our policy is to anchor our strategy and daily decisions on the following principles:

Environment

- Through innovation, operational excellence and continuous improvement we manage our environmental footprint towards the goal of a net-zero emissions industry.
- We seek to be at the forefront of the innovation of environmentally friendly technology.
- We minimize our emissions, discharges and waste, and make sure that we dispose of all waste that we generate in a responsible manner.

Society

- We support and respect human rights, the elimination of child and compulsory labour, freedom of association and the right to collective bargaining.
- Our people play a vital role in our business and are our most important asset. We trust in them, treat them with respect and dignity, and make sure they have a safe working environment free from harassment and discrimination.
- We invest in our employees and in the communities in which we operate, ensuring that our employees have the best possible opportunities to perform their work in a safe manner.

Governance

- We work against corruption in all its forms, including extortion and bribery.
- Our business decisions and actions are ethical and in full compliance with legal requirements.

CHRIS BRETT
Chief Executive Officer

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